Office of Human Resources and Office of Equity and Diversity

The Offices of Human Resources and Equity & Diversity strive to create and maintain an environment that is supportive, and enables our staff and faculty to achieve their fullest potential as we work to accomplish the goals of the University.

The mission of the Office of Human Resources is to recruit, retain, develop and reward talent that will achieve the mission, vision and goals of the University to give us a competitive advantage and to ensure that employment-related practices, policies and procedures are legally compliant, fiscally responsible and model best human resource practices.

In support of a culture of inclusivity and compliance, the Office of Equity and Diversity handles matters related to the Americans with Disabilities Act (ADA), Equal Opportunity (EO), the University's compliance with federal regulations, Titles VI, VII, and IX, including policy development, outreach and training.

In alignment with our institutional planning principles, we strive to use technology to improve processes in order to deliver services that add value and provide support for University operations. With a focus on employee engagement, we approach issues thoughtfully with the goal of timely responses and resolution of concerns. While Scranton is, by tradition and choice, a Catholic and Jesuit university, we are committed to modeling an inclusive campus community that values the expression of differences in ways that promote excellence in teaching, learning, personal development and institutional success.

Ongoing planning within the Offices, in support of our strategic plan and other campus planning activities, ensures that Human Resources and Equity & Diversity support both current and emerging campus priorities. In support of these efforts, key initiatives include:

- development of additional recruitment initiatives to support equal opportunity employment and hiring for mission to attract a diverse workforce;

- review/update University policies related to non-discrimination and anti-harassment and the Staff Handbook;

- identify and implement technology solutions to manage non-exempt staff time & attendance, staff performance evaluations, employee benefit enrollment, vendor reconciliation and confirmation statements;

- ongoing consideration and analysis of compensation and benefit programs, and

- outreach to the campus community by providing on-going and new training, professional development and diversity programming support, as well as direct participation in University campus and community activities.